



# **Improving the Navy's Workforce: Identifying Opportunities to Move Billets Ashore**

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# Simplified Summary

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- Task
  - Identify afloat billets that could be replaced or moved ashore with technology
- Methodology
  - SMEs identify candidate tasks from JTA
  - Calculate hours involved in each task from Sailor surveys and translate into manyears
  - Calculate savings



# Is This Effort Unique?

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- Studies to reduce manning are not new

VADM Tracey asked CNAC to perform this research because...

- Our approach is based on new information.
- No other effort allowed such granularity – including time spent on each task.
- It is a unique way of capturing total manpower.

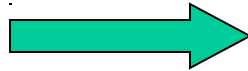
# Step One: Identify Ratings/Job Families

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- Narrowed down the list of ratings/job families
  - Only those in ship's company (no squadrons, Seabees)
  - Eliminated those with small BA by rating/NEC (HMs, fuel handlers)
  - Ruled out those with specialized skills (special warfare, divers)
- Left with 25 ratings, 2 job families (Counselor, 3M)

# Step Two: Identify SMEs

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Includes SYSCOMS,  
COMNAVSECGRU,  
N00T, N13,  
Centers,  
HPC



# Step 3 - Part I: Send Out Tasks

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- Evaluation of tasks from JTAs were sent to:  
NAVAIR, NAVSUP, NAVSEA, COMNAVSECGRU, N13
  - ABF, AG, AN, AZ, BM, CTA, CTO, CTR, FN, IT, LN, MS, PC, QM, SK, SN, TM, 3M
- Responses received from: NATTC Pensacola, N13, COMPACFLT, COMNAVAIRPAC, SUBLANT, NAVSUP, COMLANTFLT, COMPACFLT, COMSUBPAC, COMSUBRON16, TRF Kings Bay
- 24 respondents, 1 WO, 23 Senior enlisted
  - 9 ratings + 3M
- No acquisition experts



# SME Task Review Form

Participant Information

Survey Questions

Name

Organization

Email

Phone Number

Task

Task # 1 of 25 Task

COMPLETE SPECIAL EVOLUTION CHECKOFF SHEETS

Task

Could this task be replaced through automation or moved ashore in the next five years?

Click on ALL that apply.

1. No

2. Yes, could be replace

3. Yes, could be moved

4. Don't know

Comments:

Next -->

You indicated this task could be replaced.

Which platforms would this affect ?

Click on ALL that apply.

1. Cruisers/Destroyers

2. Carrier

3. Amphibious

4. Mine warfare

5. Submarine

6. Auxiliary

7. Don't know

Comments:

<-- Previous

You indicated this task could be moved.

Which platforms would this affect ?

Click on ALL that apply.

1. Cruisers/Destroyers

2. Carrier

3. Amphibious

4. Mine warfare

5. Submarine

6. Auxiliary

7. Don't know

Comments:

Finish Session

Cancel Session

# Step 3 - Part II: Analyzing Feedback

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- Five ratings have only 1 respondent
- Four ratings have 3 or more respondents
- Challenges
  - Low response rate
  - Sailors responded for platforms they were familiar with
    - “No” doesn’t necessarily mean NO
  - Lack of consensus with multiple respondents
  - Unclear about the meaning of move AND replace for same platform





# Preliminary Results

Rating/Job Family	Number of Respondents*	Number of Tasks	Move	Replace	Replace and Move	Total	%
3M	1	68	3	3	0	6	9%
ABF-Below Deck	3	314	37	203	1	224	71%
ABF- CVN Flight Deck Operations	2	223	6	113	0	119	53%
ABF-L-Class Flight Deck Operations	2	225	29	94	9	112	50%
AN	1	36	0	9	0	9	25%
CTA	1	208	1	0	10	11	5%
CTO	1	136	19	16	0	35	26%
CTR	1	228	43	5	2	50	22%
MS	3	364	45	72	3	98	27%
PC	3	313	124	61	0	174	56%
SK	6	178	108	47	39	131	74%

# Next Steps

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- Seeking HSI and/or acquisition expert input
- Awaiting deployment of Sailor Task Surveys
  - Questions may ask time spent or frequency of execution
  - Surveys may be by skill objects or by tasks
    - We will need to translate these into the task lists we used
- Results will be used to estimate potential manpower savings

Questions?





# Method & Timeline

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|----|--|-------------|
| 1. | Rating & Job Family selection                                    | July 03     |
| 2. | JTA for each selected Rating and Job Family                      | Aug/Sept 03 |
| 3. | SME task list review   | Sept/Oct 03 |
| 4. | Revision of task list by NAVMAC                                  | Current     |
| 5. | Align task list reviewed by SMEs with NAVMAC task list revisions | TBD         |
| 6. | Sailor task survey   | Apr/May 04  |
| 7. | Analyze all data to identify Billet move opportunities           | TBD         |

We are here